

18 SEP 1973

STAT MEMORANDUM FOR: [REDACTED]

Chairman, DDA Federal Women's Program
Working Group

FROM:

[REDACTED]
Office of Logistics representatives

SUBJECT:

Results of DDA Federal Women's Program
Working Group Questionnaire concerning
Project AIM

1. The representatives from the Office of Logistics (OL) recently conducted a survey of all OL women in grades 07 and below. There were 53 responses to our questionnaire and they are summarized below.

2. Of the 53 women who responded to the query, 41 were aware of Project AIM while 12 were not. When asked whether or not they had ever applied for a position under this program, only 3 said yes while 50 replied with no.

3. The third question was "If not, why not?". Although most employees were aware of Project AIM, they had not applied for a position for the following reasons:

a. They did not see the notices announcing positions they could qualify for.

b. They were not fully aware of the qualifications necessary for the positions.

c. Some employees felt that they either did not qualify for the positions or that the positions did not interest them.

d. Several felt that there just were not enough positions offered for the number of people who applied.

e. One woman said she had been told that since her job was already classified "paraprofessional" that she would probably not be eligible.

f. A few felt they would not be able to keep up with the outside training which would be required.

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g. One woman wanted to remain in Logistics and another thought that AIM was for minorities only.

4. The fourth question was: "Are you interested in applying for a position under Project AIM in the future?" To this, 25 said they would be interested in applying in the future and 15 said no. There were 13 maybe responses.

5. Comments were asked for and the responses were fairly general. For instance: even though employees were aware of Project AIM they usually felt that there was a lack of detailed information on both the program and the positions offered.

a. Many felt that the 3-year time requirement was too long and should be reduced to 1 year.

b. Employees feel the program is too limited, i.e., 500 applicants for 6 positions; therefore, employees feel hesitant to apply with such overwhelming odds. Expansion of the program is definitely needed.

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DDA FEDERAL WOMEN'S PROGRAM WORKING GROUP

QUESTIONNAIRE

Our current project is to support the Upward Mobility Program (Project AIM) and we would appreciate having your replies to the following questions:

1. Are you aware of Project AIM? Yes ____ No ____
2. Have you ever applied for a position under this project? Yes ____ No ____
3. If not, why not? _____

4. Are you interested in applying for a position under Project AIM in the future? Yes ____ No ____
5. Please add any comments or suggestions you may have.

All questionnaires will be picked-up on Monday, Sept. 17

THANK YOU

We are pleased to report that all personnel contacted in the Office of Communications were aware of Project AIM. Many had applied for the program in the past and will continue to do so in the future. Both female and male personnel were interviewed.

Listed below is a summary of comments from OC personnel. The impressions in some cases are obviously incorrect, but are included to reflect what OC employees believe about AIM.

a. Some felt the slots were too low and that the office had given little thought in selecting the positions. They thought the office was only offering a position to satisfy the requirement.

b. A few thought there were too many people applying for the program compared to the few positions offered. They would like to see more positions offered in the program.

c. People will continue to apply for the program and view the program as the only way to get ahead or out of the clerical field at this time.

d. Two people were under the impression if you wanted to apply for a position offered by OP, you must have a degree.

e. Two others thought the positions were just more secretarial slots and not semi-professional or professional slots.

f. One person felt very strongly about the two-grades lower rule. Even though that is Agency policy in general, AIM should be different since it is in an upward mobility program.

g. Quite a few personnel in OC that applied for the program in the past will not do so in the future since they have now entered the OC Telecommunications Specialist positions.

h. Some of the people interviewed did not apply in the past since they felt they had headroom in their present position. They now have decided to apply to the program.

Most comments were very favorable and people seem to be basically happy with the program. Those personnel interviewed were advised that any questions regarding project AIM could be answered by their EEO officer.